

## State Superintendent

- Responsible for selecting Reform/Redesign Officer
- May place a failing school under Reform/Redesign officer

### HPSO Team

- Responsible for recruiting and selecting Education Management Organizations (EMO).
- HPSO Team will determine eligible EMO's to manage 6D schools

## State Reform/Redesign Officer

- Responsible for management and Oversight of failing schools
- Directs the School and HPSO Review Teams
- Works with Review Team to draft a recovery Plan and MOU with an LEA

### Review Team

- Experienced Educators responsible Failing school and making recommendations
- May also serve to incubate new leadership

## MOU

- LEA signs MOU with RR Officer. LEA bargains with staff over impact.
- RR Officer will monitor implementation and student progress. May allow a 6D if not enough progress is made.
- RR Officer may take direct control if MOU is not agreed to or fully implemented

### HPSO School

- RR CEO may strategically allow a HPSO, if recovery school is not making progress.
- Experienced EMO's with proven instructional models
- Performance contract
- Transparency, accountability

### Direct Control

- Allows RR Officer to assume control of school if progress is not being made or MOU is not agreed to
- Tailor solutions to individual school:
  - 1) New Leadership (Principal or EMO)
  - 2) Evaluate and remove ineffective staff.
  - 3) Institute new school policies based on best practices

One Year Review

No Agreement